

## **Human Capital Development**

China Power regards human capital development as a fundamental guarantee for its long-term growth. We consistently invest in employee recruitment, career development, and employee benefits, striving to build a workforce that is highly qualified, professional, and innovative. To address investor concerns about social issues linked to human capital, China Power proactively responds through three key aspects.

### **Employee Recruitment and Compensation Benefits**

China Power prioritizes campus recruitment activities, strengthening cooperation with universities by hosting campus career talks and participating in job fairs to attract more top-tier talent. The Company offers Graduate traineeship/apprenticeship program, focusing on the career development trajectories and achievements of both graduates and apprentices. These programs are closely integrated with our recruitment and promotion systems, affording them ample opportunities and platforms for further development.

China Power has established performance evaluation management measures and regulations, closely linking performance results with compensation incentives and promotion opportunities to boost employee engagement. The Company tailors assessment processes to various job ranks to ensure evaluations are both specific and effective. During the performance assessment, China Power actively seeks feedback from its employees, providing specific, timely, and targeted responses. Together with its staff, the Company develops improvement plans and sets developmental goals.

### **Employee Training and Development**

China Power has closely aligned its talent forecasting with future business trends, establishing a comprehensive talent cultivation and development plan. The Company focuses on nurturing and recruiting specialized talents in fields such as internationalization, corporate

governance, ESG, legal affairs, auditing, electrochemical energy storage, and emerging industries. This strategy is designed to meet the increasingly complex industry landscape and the strategic needs of the Company. Additionally, China Power is actively expanding its channels for talent acquisition, utilizing diverse methods such as campus recruitment, social recruitment, and headhunting to draw internal and external outstanding talent.

The Company has also put in place internal management guidelines, such as the *Management Measures for Education and Training*, to ensure that training programs cover all employees. We continue to refine our learning models and training content, crafting bespoke training plans tailored to different job requirements and business divisions. These plans focus on key areas such as financial and treasury management, machinery and equipment maintenance, and facilities management. Our aim is to elevate the professional qualities and overall capabilities of our employees. In 2023, the Company invested RMB 94,523,500 in training. Employees engaged in training sessions reached a total of 167,070 person-times, averaging 68 hours of training per employee.

China Power encourages its employees to pursue professional degree programs and certifications in alignment with business development and employee needs. We reward employees who have obtained nationally prescribed or internationally recognized professional qualifications, such as legal professional qualifications, certified public accountants, and intermediate and above certified safety engineers.

### **Employee Rights Protection**

China Power has publicly announced its diversity policies, adhering strictly to relevant domestic and international laws and regulations. We advocate and implement guiding principles of diversity throughout our recruitment, selection, and management processes. The Company has set clear diversity goals, which include increasing the proportion of women in leadership roles. Our Board of Directors features one female director, and senior management oversees the implementation of our diversity and inclusivity policies, ensuring the effective execution of our policies and the achievement of our diversity goals. We regularly conduct

diversity policy training sessions for all employees.

China Power ensures accessible and fair complaint channels through established procedures for handling reports and appeals. This includes detailed monitoring and thorough reporting of all received complaints and reports, aiming to resolve grievances promptly and appropriately. Additionally, we commit to respecting and protecting whistleblower rights by enforcing stringent confidentiality measures for employee appeals, thus safeguarding their legal rights from any violations.